

Foreign Area Officer (FAO) Community Overview



Updated by:
CDR Jennifer Jones
FAO Community Manager
BUPERS-314G

Unclassified

23 Oct 2015



Supporting Strategic Objectives:

Persistent, Consistent, Credible Engagement

“[R]outine and constructive engagement with allies and partners...that brings together the contributions of like-minded nations and organizations around the world to address mutual maritime security challenges and respond to natural disasters.”

“Expand and empower the FAO Community to ensure they remain ready to build and strengthen international partnerships and serve as key enablers for joint, maritime, and coalition operations.”

A Cooperative Strategy for 21st Century Seapower

“Our forces will operate forward in new and flexible ways with access to strategic maritime crossroads.

Our posture will be focused and improved using a combination of rotational deployments, forward bases, temporary and austere facilities and partner nation ports.

Our forward presence will build on and strengthen our partnerships and alliances where sea lanes, resources, and vital U.S. interests intersect.”

CNO's Sailing Directions



Who We Are

Foreign Area Officers – Opening doors from the inside...

We enhance the Navy's Warfighting Capability

Operational experience, language, regional expertise, and cultural awareness (LREC) enables the Fleet

We Operate Forward...

Persistent Navy presence and consistent engagement worldwide

We enable the Navy's preparedness for future conflicts...

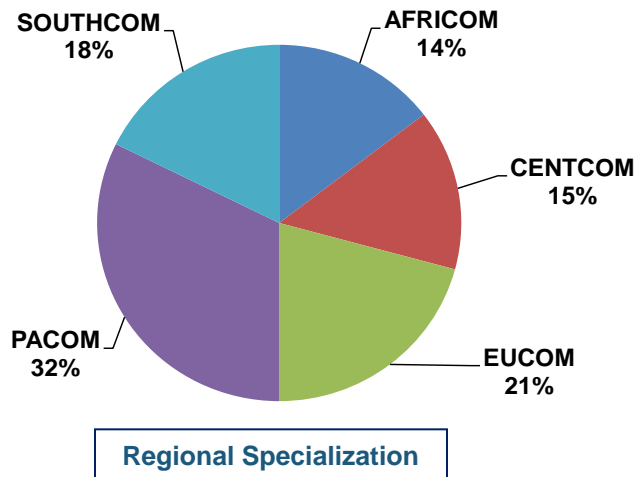
As fleet resources become more constrained, we will be increasingly driven to leverage partner capability through effective engagement



FAO Community Overview

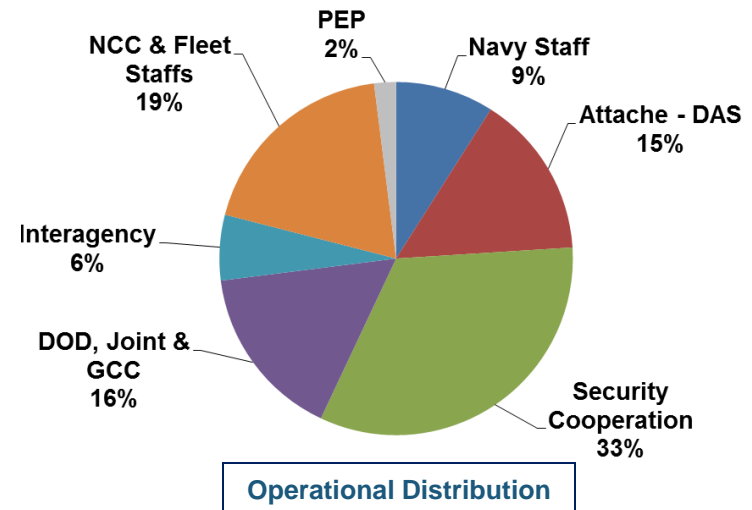
Personnel: 326 FAOs use 30 languages
(~400 FAOs by 2019)

- FAO will continue to grow through 2019



- High accession standards
 - Sustained Superior Performance
 - Language / Education / Clearance Requirements
 - Overseas Screening / Family considerations

Billets: 360 billets (FY16)
(283 Operational + 77 training & TPPH billets)



- Very little room for detailing flexibility
 - 71% of Op Billets are OCONUS
 - 50% are Joint billets
 - 54% have lengthy training requirements

- Rapid Development since establishment in 2006
- Fleet Demand outpaces FIT/FILL capacity
- FY19 Full Operational Capability = 405 Billets



FAO Global Presence (FY15 Billet Base)



Regional and Community Support (FY15 Baseline): 162 Billets (72 Overseas)



New York, NY

United Nations (1)

Washington, DC

State Department (5)

OSD (4)

JCS (5)

DIA (5)

DNI (2)

DHS (1)

IADB (2)

SECNAV (2)

NIPO (11)

OPNAV (13)

Norfolk, VA

CFPC (2)

NATO SACT (1)

NSWG 10 (4)

Miami, FL

SOUTHCOM (4)

Tampa, FL

SOCOM (2)

CENTCOM (2)

San Diego, CA

COMTHIRDFLT (2)

Monterey, CA

NPS (1)

Millington, TN

BUPERS (1)

NAVPERS (2)

Honolulu, HI

PACOM (6)

PACFLT (10)

SOCAPAC (1)

SPECWARCOM (1)

APC (2)

Regional Support

- COCOM HQs
- State Dept & UN
- OSD & JCS
- DSCA & NIPO
- NCCs & # Fleets
- DIA
- SOCOM

Community Support

- Navy Senior Lang. Authority N13F
- OPNAV N52
- NPC Millington
- NPS Monterey

Stuttgart, DE

EUCOM HQ (4)

AFRICOM HQ (11)

SOCEUR (1)

Oberammergau, DE

NATO School SHAPE (1)

DSCA Marshal Center (1)

Naples, IT

HQ JFC (1)

CNE/CNA (10)

C6F (9)

Kuwait

USMILOB (3)

Bahrain

NAVCENT (8)

AFPAK Hands

NAVCENT (2)

Yokosuka, Japan

CNFK (4)

COMSEVENTHFLT (4)

Seoul, Korea

HQUNC (2)

CUSKOR (1)

CNFK (3)

Pusan, Korea

CNFK Det (2)

Guam

PACOM SA (2)

Singapore

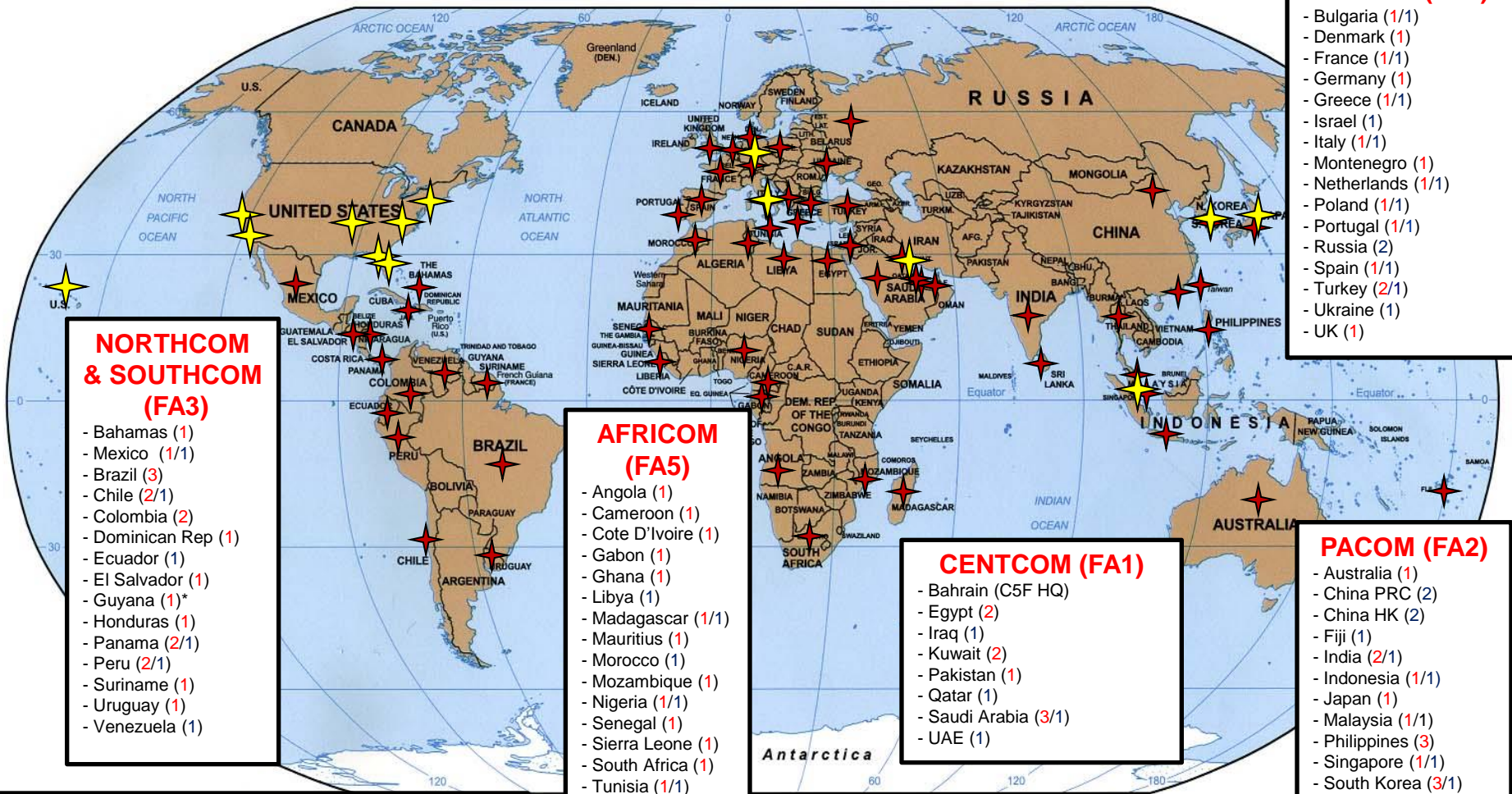
COMLOGWP (3)



FAO Global Presence (FY15 Billet Base)



Naval Attaché and SA Billets (FY15 Baseline): 112 Overseas Billets



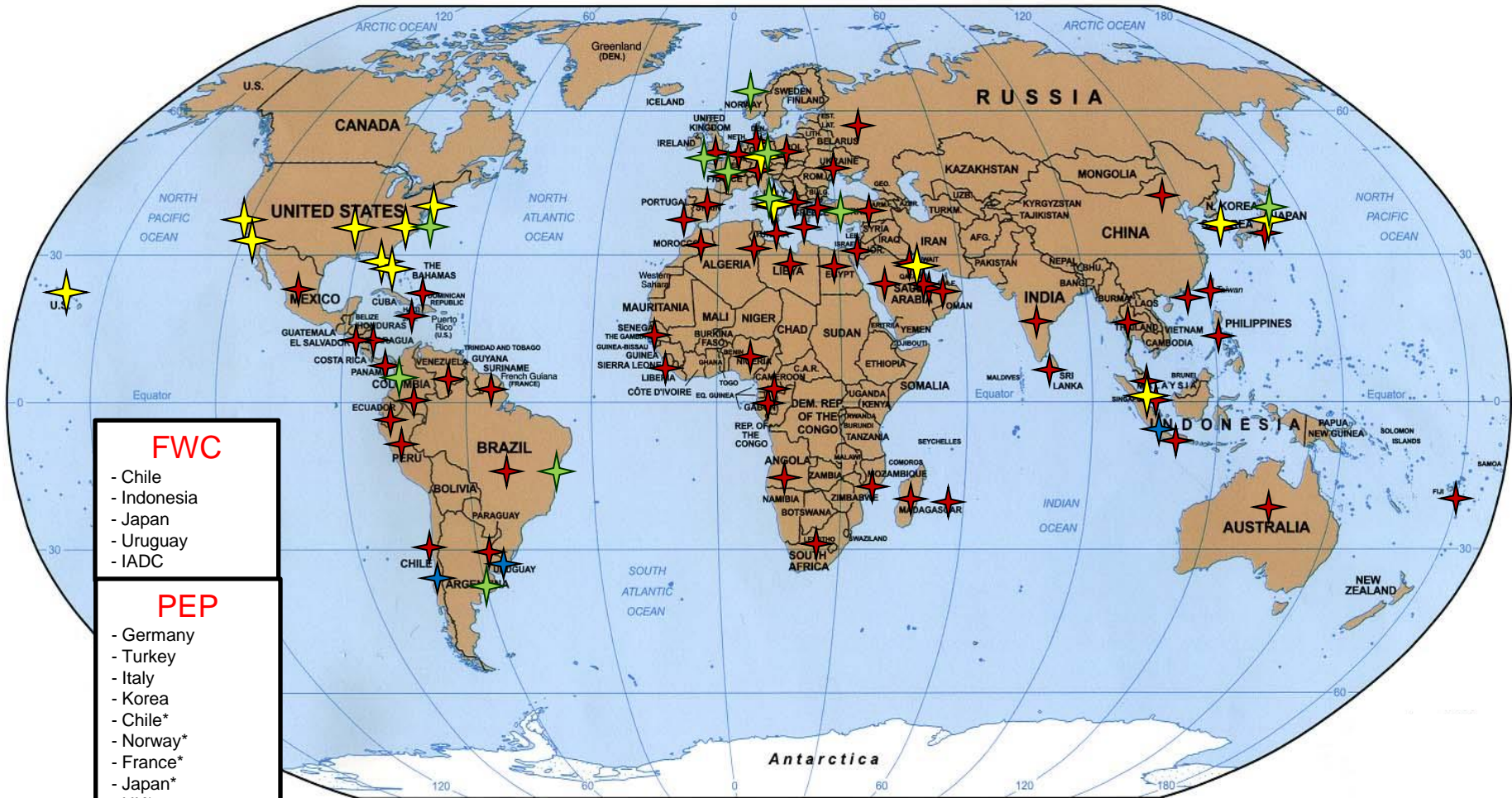
Numbers of in country **SAO – 71 / Attachés – 41**

- 92% of all Navy SA billets & 97% of Navy ODC Chiefs are FAO
- 41% of Naval Attaché and 67% of Navy DATT billets are FAO



FAO Global Presence (FY15 Billet Base)

- ★ Foreign War College (FWC): 4 Overseas Billets / 1 CONUS
- ★ Personnel Exchange Program (PEP): 4 Overseas Billets



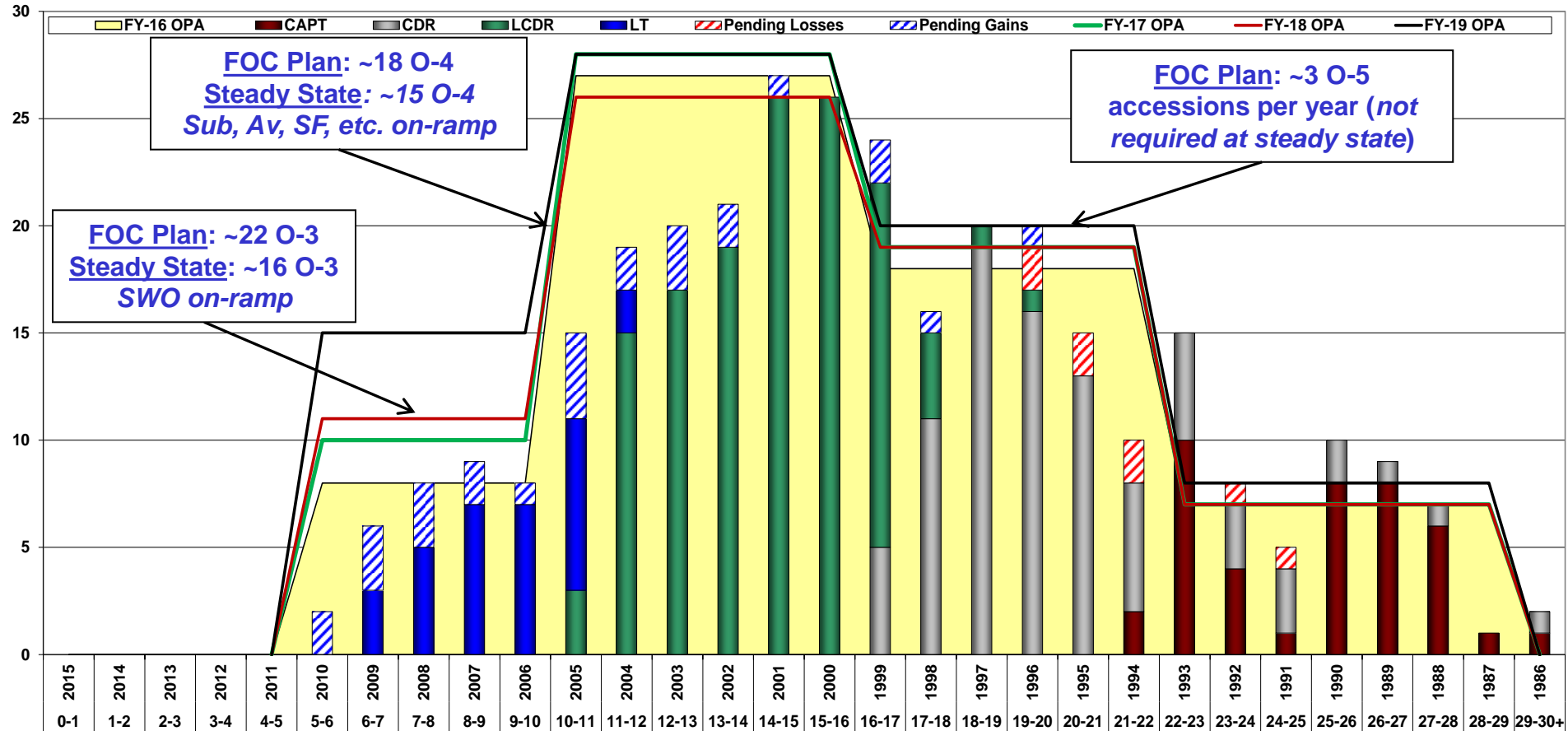
* Coming online per FOC Plan in FY16-19.



FAO Community (1710)

Current LOS

Continued 46 lateral transfer quotas to meet FOC goals



As fleet resources become more constrained, we will be increasingly driven to leverage partner capability through effective engagement



FAO Milestone Screen Boards (1 of 2)

- **FAO equivalent of URL O-6 Major Command and O-5 Command Screen Boards**
 - Supports selective detailing to Milestone Billets
- **Milestone Billets (approved annually by OPNAV N52)**
 - ~40% of FAO CAPT Requirements
 - ~40% of FAO CDR Requirements
 - Critical DAO, SCO, Major Staff positions
 - High profile inter-agency positions (e.g. State Department)
 - Critical community positions (e.g. FAO Policy, OCM and Detailer)
 - Aligned with progression to high value positions at the next paygrade
- **Two consecutive looks per FAO**
 - Board eligibility based on Date of Rank in current grade
- **Correlation between Milestone Screening & Promotion**
 - To date, all Milestone Screened FAOs have been selected in-zone for promotion
 - Additional promotions of non-screened / above-zone FAOs
 - MILPERSMAN 1301-809 signed 5 September 2014
 - Both Milestone in zone looks may not happen before IZ for promotion
 - There may be time between second Milestone look and IZ for promotion

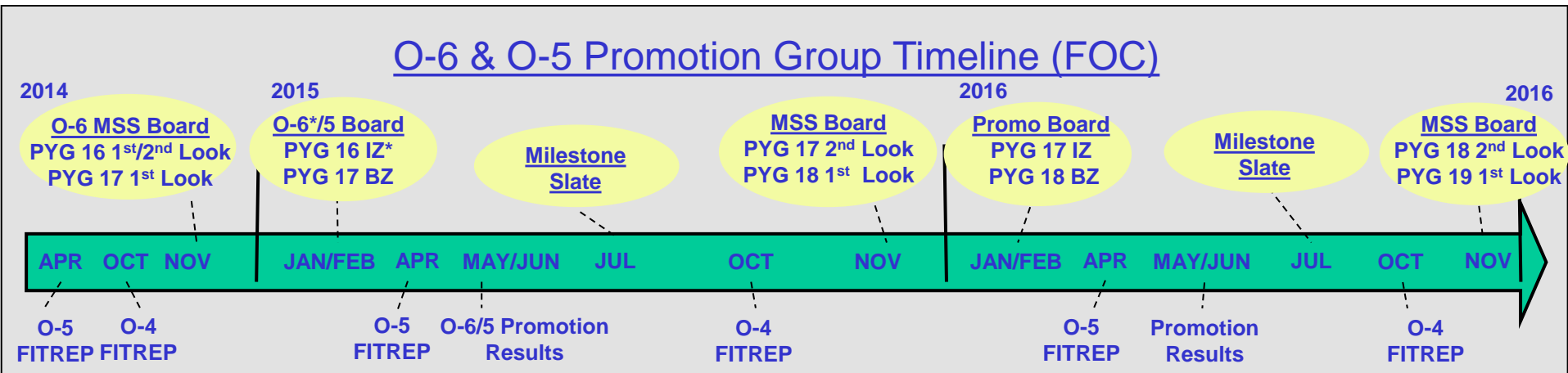


FAO Milestone Screen Boards (2 of 2)

- Milestone Board Eligibility based on Date of Rank for LCDR
 - Promotion FY + 4 years = FY of First Look
 - Promotion FY + 5 years = FY of Second Look
- Major Milestone Board Eligibility based on Date of Rank for CDR
 - Promotion FY + 3 years = FY of First Look
 - Promotion FY + 4 years = FY of Second Look
- Examples:
 - Promoted to LCDR in FY12
 - First Look = $FY12 + 4 = FY16$ (Nov 2015)
 - Second Look = $FY12 + 5 = FY17$ (Nov 2016)
 - Promoted to CDR in FY13
 - First Look = $FY13 + 3 = FY16$ (Nov 2015)
 - Second Look = $FY13 + 4 = FY17$ (Nov 2016)
- Advantage
 - Allows all FAOs to know well in advance their Milestone Eligibility



Milestone Screening Prior to FY16

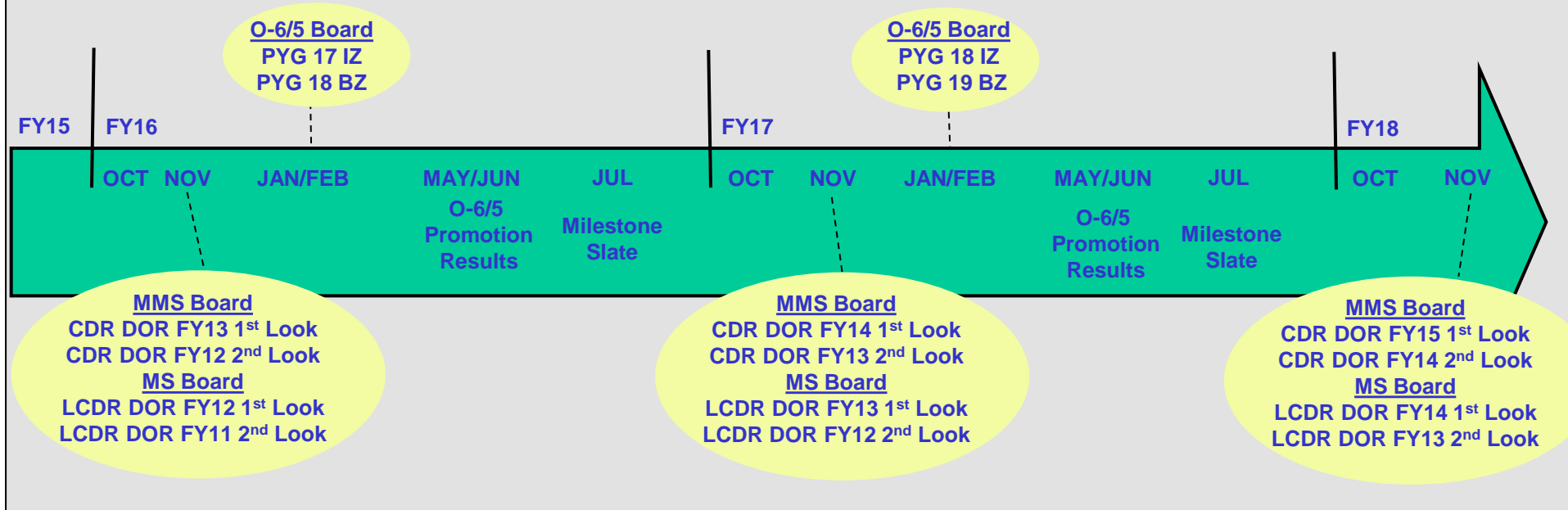


- PYGs are not known until Notice of Convening of Promotion Selection Boards message released in Dec every year
- Does not let FAOs know in advance when they will be eligible for Milestone Boards



Milestone Screening FY16 and Beyond

O-6 & O-5 Promotion Group Timeline (FOC)



LCDR DOR	FY11	FY12	FY13	FY14	FY15	FY16
First Look Milestone	FY15 (Nov 14)	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)
Second Look Milestone	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)	FY21 (Nov 20)

CDR DOR	FY12	FY13	FY14	FY15	FY16
First Look Major MS	FY15 (Nov 14)	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)
Second Look Major MS	FY16 (Nov 15)	FY17 (Nov 16)	FY18 (Nov 17)	FY19 (Nov 18)	FY20 (Nov 19)



Screening Category Terminology

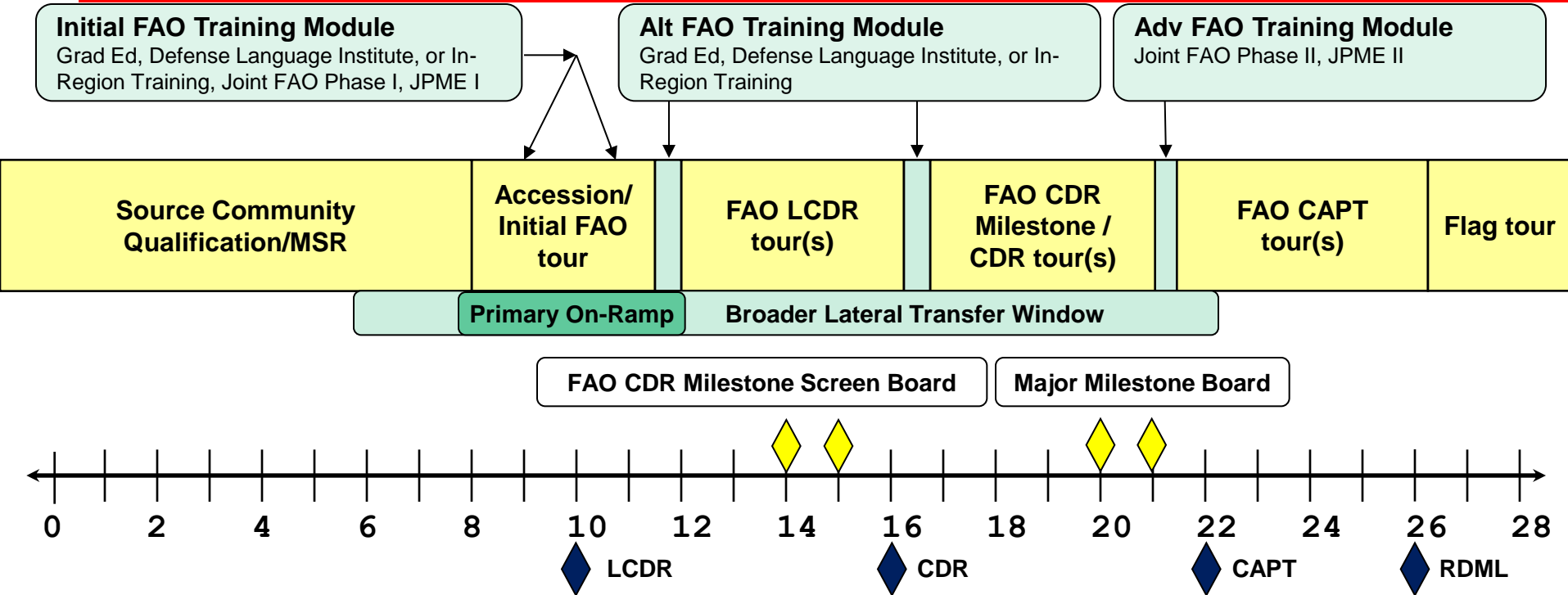
- **Screened for FAO CDR Milestone (FM1)***
- **Completed FAO CDR Milestone (FM2)**
- **Screened for FAO Major Milestone (FM3)***
- **Completed FAO Major Milestone (FM4)****
- **Special Consideration**

* *FM1 and FM3 AQDs are awarded following promotion selection to Commander and Captain respectively.*

** *JFAO Phase II required prior to award of FM4.*



FAO Career Path



Typical Billets / Quals:

- 1) Source / FAO tour performance
- 2) Joint FAO Phase I
- 3) FAO Q [Region] AQD
- 4) CDR Milestone Screen
- 5) JPME I

- 1) CDR / Milestone tour
- 2) JQO Progress
- 3) Major Milestone Screen
- 4) FAO Q [Region] AQD
- 5) Joint FAO Phase I/II
- 6) Language proficiency

- 1) CAPT / Milestone tour
- 2) Joint FAO Phase II
- 3) JPME II / JQO
- 4) Language proficiency

Milestone Screen Rates:

CDR – 60%
CAPT – 40%*

*First Major (O-6) Milestone Board Nov 2014

FAO assignments are a balance of In-Country and Staff tours that develop Security Assistance, Attaché and Political-Military competencies applied to direct International Engagement with foreign navies, militaries and governments.

In-Country: SAO, DAO, LNO

Staff: COCOMs, NCC/Fleets, DC, Interagency

*Assignments are not all-inclusive

Unclassified



FAO Promotion Statistics

Prom Year	Rank	Total Eligible	AZ Eligible	IZ Eligible	BZ Eligible	AZ Selected	IZ Selected	BZ Selected	AZ % (AZ Select / Total Select)	IZ % (IZ Select / Total Select)	IZ Rate (IZ Select / IZ Eligible)
FY08	O6	19	10	9	0	4	2	0	67%	33%	22%
FY09	O6	33	14	9	10	6	0	0	100%	0%	0%
FY10	O6	36	16	10	10	3	4	0	43%	57%	40%
FY11	O6	41	18	8	15	3	2	0	60%	40%	25%
FY12	O6	56	21	9	26	7	0	0	100%	0%	0%
FY13	O6	58	21	18	19	4	10	0	29%	71%	56%
FY14	O6	48	23	10	15	2	5	0	29%	71%	50%
FY15	O6	54	25	11	18	2	4	0	33%	66%	36%
FY16	O6	61	27	11	23	2	5	0	29%	71%	45%
FY08	O5	19	7	12	0	5	5	0	50%	50%	42%
FY09	O5	45	11	10	24	5	3	0	63%	38%	30%
FY10	O5	46	16	9	21	4	3	0	57%	43%	33%
FY11	O5	44	17	7	20	4	1	0	80%	20%	14%
FY12	O5	71	17	16	38	4	9	0	31%	69%	56%
FY13	O5	71	19	21	31	3	14	0	18%	82%	67%
FY14	O5	66	19	16	31	3	9	0	25%	75%	56%
FY15	O5	72	19	21	32	1	14	0	7%	93%	67%
FY16	O5	83	21	15	47	2	9	1	17%	75%	60%



Bonus Pays

- **FAOs do not receive discreet Special or Incentive Pays; however,**
- **As career linguists, FAOs receive FLPB based on language proficiency**
 - **DODINST 1340.27 and OPNAVINST 7220.7G provide guidance**
 - **Stepped increases based on proficiency level**
 - **Requires annual testing to maintain pay**
- **FAOs also receive HDIP, IDP, etc. depending on posting**
- **Authorized HDIP for Aviation Qualified FAOs while in a flying Attaché billet**



Naval Aviation Qualified FAO (AFAO)

“Develop a program similar to the Aeromedical Dual Designator Program, which will enable the Navy to safely utilize its cadre of FAOs previously designated as aviators, and leverage the unique [LREC] skills that these officers bring to the DAS.”

Secretary of the Navy, 28 Oct 2013

- **Policy**
 - Previously designated 1310s ONLY
 - 1710 Designator + FFQ Additional Qualification Designator = AFAO
 - Aeronautically Designated Personnel per NATOPS, OPNAVINST 1301.10C, and NOOCS
- **Billets**
 - AFAOs fill 3 of the 13 Navy Flying Attaché Billets
- **Personnel**
 - ~ 50 AFAOs / 10 year rule / in-good standing
- **Training**
 - Safety #1 priority / Naval Aviation refresher before USAF training



Community Management Contacts

CDR Jenny Jones
FAO Community Manager
BUPERS-314
[jennifer.b.jones1@navy.\(smil.\)mil](mailto:jennifer.b.jones1@navy.smil.mil)

CDR Tuan Nguyen
FAO Detailer
PERS-473C
tuan.nguyen3@navy.mil

CDR Jimmy Hilton
FAO, Attaché and PEP Placement
PERS-473
james.hilton@navy.mil